

SUMMARY OF NO. 15-35

This proposed law would require that any fast food restaurant or retail store making any changes, cancellations, additions, or reductions to an employee's schedule within 14 days of a scheduled shift shall pay hourly wages of not less than one hour and not more than four hours in addition to wages earned for hours worked.

Violations of the proposed law would be punishable by civil and criminal penalties. The proposed law could be enforced by the Attorney General and employees could file civil lawsuits to enforce the law.

The proposed law would require the state Executive Office of Labor and Workforce Development to issue regulations for scheduling workers in fast food restaurants and retail stores that individually or by way of franchisor or franchisee relationships employ more than 75 people. These regulations would establish a notification table that employers must use to notify employees of changes, cancellations, additions, and reductions in hours or days scheduled and a scale of additional hours to be paid for schedule changes. The regulations would also set reporting requirements for shift schedules.